

EVALUATION SUMMARY



Bureau Of Educational And Cultural Affairs Office Of Policy And Evaluation

Edmund S. Muskie/FSA Graduate Program

The purpose of the evaluation was to assess the degree to which the Muskie/FSA Graduate Program has been successful in meeting its goal of giving participants significant knowledge, experience, and credentials to become leaders within their designated fields by comparing them to a sample of program semi-finalists. In addition, the evaluation sought to explore the relationship between individual career developments, individual attitudes towards economic and democratic reform, and larger societal transformation.

Key Findings

- **Muskie Alumni are successful leaders in their professional lives**
 - Alumni are much more likely to work in the international and key sectors than semi-finalists; 43% of alumni vs. 22% of semi-finalists are employed by international firms. Seventeen percent of alumni work in Banking/Financial Services, 13% in Law, 6% in Consulting vs. 12%, 2%, and 2% of semi-finalists, respectively.
 - Alumni have significantly more supervisory responsibilities than do semi-finalists (on average 9.7 vs. 7.8).
 - Alumni report significantly higher incomes than do the semi-finalists; on average, alumni incomes increased by more than 100% after participating in the program.
- **Muskie Alumni and Semi-Finalists share key democratic and market orientations, but alumni have significantly more democratic workplace styles.**
 - Alumni are more likely to value input from subordinates (85% vs. 79%) and believe in delegating job responsibilities (85% vs. 76%).
- **Muskie Alumni use what they learned**
 - Alumni report that more than 75% of the skills and knowledge that they gained on the program are directly applicable to their current employment.
 - Alumni report increased self-confidence, increased ability to overcome difficulties, increased communication skills, a broadened outlook, and increased tolerance as a result of the program.
- **Most importantly, alumni believe they can make a difference**
 - Alumni are significantly more likely to believe that they personally have a great deal of influence on society (54% vs. 33% of semi-finalists).

Project Information: The Iowa Social Science Institute conducted the evaluation from December 1999 to January 2002. Local survey organizations collected data in Russia, Ukraine, Georgia, and Kazakhstan between March 2000 and October 2000 using face-to-face structured interviews with program alumni and program semi-finalists from the first five years of the program. Interviews in Russian, Ukrainian, Georgian, and Kazakh were conducted with 280 alumni (a response rate of 33%) and 459 semifinalists (a response rate of 21%).

Program Information: [The Muskie/FSA Graduate Program](#), begun in 1992, provides graduate level fellowships to citizens of the Newly Independent States in selected fields critical to the region's economic reform and political transformation. Participants are selected through annual, countrywide, merit-based competitions and are subsequently placed at U.S. academic institutions for 1 or 2 years of academic study (depending upon the field) and participate in professional affiliations (internships). Current fields of study include: business administration, education, journalism, law, library science, public administration, public policy, environmental management, public health, and international affairs. Since its inception, more than 2,500 fellows have participated in the program.

Contact Information: For more information regarding this evaluation, or to request a copy of the 53-page report, please contact the Office of Policy and Evaluation at (202) 619-5307, by email at evaluations@pd.state.gov, or by mail at State Annex 44, Room 357, 301 4th Street, SW, Washington, DC 20547.